The Influence of Work Discipline and Work Environment on the Performance of Hospital Employees Sekayu Regional General

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Abstract

Globalization and technological advances have encouraged companies and institutions to continue to improve the quality of their human resources (HR) in order to compete optimally. Qualified and effective human resources are needed to achieve optimal performance in an organization or company. At Sekayu General Hospital, which is a referral hospital in Musi Banyuasin Regency, South Sumatra, employee performance is an important aspect in achieving institutional goals. This study aims to examine the effect of work discipline and work environment on employee performance at Sekayu Regional Hospital. This study uses quantitative methods with a population consisting of all employees in the medical and support services at Sekayu Regional Hospital, with a sample of 116 respondents. By distributing questionnaires, primary data was gathered, and multiple linear regression techniques were used for data analysis. The findings demonstrated that elements of the work environment and work discipline had a favorable and significant impact on employee performance. This research implies that in order to increase overall performance, organizations or enterprises need to keep raising employee discipline levels and improving the work environment. This can boost worker productivity and job satisfaction while also assisting in the more effective and efficient achievement of corporate goals.

Keywords: Work Discipline, Work Environment, Employee Performance.

INTRODUCTION

The development of globalization and technology is currently moving very fast, affecting various sectors, including the economy, human resources, and the business world (Nurussofiah et al., 2022). All fields are required to understand and follow the progress that is happening both in the field of economics, human resources and also in the business world (Mardhiyah et al., 2021). This progress has caused companies and even institutions or agencies to get used to and develop the human resources they have, this is certainly due to technological advances (Ngafifi, 2014). In developing technology, of course, it is inseparable from quality, superior and effective Human Resources (HR).

Human Resources (HR) is important for every institution or company that can play a role in producing optimal institutional performance (Mangkunegara & Prabu, 2017). Good human resources are those who have optimal performance, have a high level of work discipline and have good ability and dedication to an institution or company (Ulfatin & Triwiyanto, 2016).

Human Resources (HR) is a benchmark for the success of a company so that companies or institutions must improve the capabilities of their human resources as much as possible (Aspiyah & Martono, 2016). The goals of an organization or institution can be achieved through the role of employees who have optimal performance, discipline and employees who have good abilities at work (Alfiah, 2019). Performance itself is the result of the quality and quantity produced by employees in terms of meeting the goals of the organization or company as optimally as possible (Mangkunegara & Prabu, 2017). Employee performance can certainly be affected by many things that can encourage or hinder the performance results of an employee (Abou Elnaga & Imran, 2014). As well as employee performance can improve if employees have high work discipline and a good environment around the workplace.

Companies can improve employee performance by promoting high work discipline in their company or institution. The higher the level of discipline of an employee, of course, the employee will be more dedicated in carrying out his responsibilities and work (Angelica et al., 2024). In addition, things that can hinder or encourage employee performance results are the work environment. Basically, a good work environment will make employees feel comfortable, safe, and even more enthusiastic at work (Hasibuan, 2017).

The research object used in this study is the Sekayu Regional General Hospital (RSUD) which is located on Jl. Colonel Wahid Udin, Ward I, Kayuara Village, Sekayu District, Musi Banyuasin Regency. Sekayu Hospital is a government-owned regional public hospital located in Musi Banyuasin Regency, South Sumatra Province. Sekayu Hospital is also a referral hospital for the Musi Banyuasin area and its surroundings.

Based on the above background, this study aims to analyze the effect of work environment and work discipline on employee performance at Sekayu General Hospital. The main focus of this study is to understand the extent to which good work discipline and work environment can contribute to improving employee performance, especially in the context of Sekayu General Hospital as a referral hospital in Musi Banyuasin Regency. The benefits of this study include providing an overview for the management of Sekayu Regional Hospital regarding factors that affect employee performance, such as work discipline and work environment, which can be used as a reference in making strategic decisions in human resource management. In addition, this study is also useful for employees of Sekayu Regional Hospital to understand the importance of work discipline and the influence of a conducive work environment on their performance, so that it is expected to motivate employees to work more optimally.

RESEARCH METHODS

Research Design

This study employs a quantitative methodology in its causal associative investigation. The relationship between influencing and influencing the variables under investigation is explained in this study. Analyzing the relationship between variables expressed by numbers or numerical scales using a quantitative approach (Kuncoro, 2017). This study analyzes the influence of work discipline and work environment on employee performance.

Population

The population used in the study was all employees of the Sekayu Regional General Hospital (RSUD) who worked in the medical personnel and service support staff. The data on the number of employees is in the table below:

Table 1. Data on the Number of Employees at Sekayu Hospital in 2024

No.	Position Groups	Number (Person)
1	Medical Personnel	252
2	Service Support Staff	89
	Total	**341**

Source: Personnel and Human Resources, data processed by researchers

Sample

In this study, proportionate stratified random sampling—a probability sampling technique—was used for sampling. 116 persons are included in the study's total sample when considering the outcomes of the computation of sampling approaches using stratified random sampling.

Data Collection Techniques

The questionnaire method is the one used in this study to collect data. The Likert scale was employed by the researcher in the questionnaire to gauge the respondents' answers. Responses endorsing the claim receive a maximum score of 5, while responses countering the claim receive a minimum value of 1. As for the criteria for the results of the questionnaire from each respondent's answer, namely the number (1) represents "strongly disagree", the number (2) represents "disagree", the number (3) represents "doubt", the number (4) represents "agree", and the number (5) represents "strongly agree".

RESULT AND DISCUSSION

Validity Test Results

To determine if a questionnaire is valid or not, validity tests are employed. If the questions in a questionnaire can provide information about what the questionnaire is intended to measure, then the questionnaire is considered legitimate. In order to perform the significance test, the calculated r value for degree freedom (df) = n – 3 was compared to the r table, yielding a table r value of 0.1832. The item, question, or indicator is deemed valid if the calculation of r exceeds the value of r in the table and the result is positive (Ghozali, 2019). The following are the outcomes of using IBM SPSS Statistics 25 to handle data from a validity test.

Table 2.Validity Test Results

Variable	Items	r-Calculate	r-Table	Sig.	Sig Level.	Information
Work Discipline (X_1)	X1.1	0.591	0.1832	0.000	0.05	Valid
	X1.2	0.564	0.1832	0.000	0.05	Valid
	X1.3	0.623	0.1832	0.000	0.05	Valid
	X1.4	0.711	0.1832	0.000	0.05	Valid
	X1.5	0.708	0.1832	0.000	0.05	Valid
	X1.6	0.706	0.1832	0.000	0.05	Valid
	X1.7	0.713	0.1832	0.000	0.05	Valid
	X1.8	0.636	0.1832	0.000	0.05	Valid
	X1.9	0.608	0.1832	0.000	0.05	Valid
	X1.10	0.464	0.1832	0.000	0.05	Valid
	X1.11	0.554	0.1832	0.000	0.05	Valid
	X1.12	0.703	0.1832	0.000	0.05	Valid
Work Environment (X_2)	X2.1	0.697	0.1832	0.000	0.05	Valid
	X2.2	0.746	0.1832	0.000	0.05	Valid
	X2.3	0.634	0.1832	0.000	0.05	Valid
	X2.4	0.618	0.1832	0.000	0.05	Valid
	X2.5	0.378	0.1832	0.000	0.05	Valid
	X2.6	0.538	0.1832	0.000	0.05	Valid
	X2.7	0.545	0.1832	0.000	0.05	Valid
	X2.8	0.804	0.1832	0.000	0.05	Valid
	X2.9	0.335	0.1832	0.000	0.05	Valid
	X2.10	0.759	0.1832	0.000	0.05	Valid
	X2.11	0.515	0.1832	0.000	0.05	Valid
	X2.12	0.503	0.1832	0.000	0.05	Valid
	X2.13	0.506	0.1832	0.000	0.05	Valid
	X2.14	0.542	0.1832	0.000	0.05	Valid
	X2.15	0.804	0.1832	0.000	0.05	Valid
Employee Performance (Y)	Y1	0.430	0.1832	0.000	0.05	Valid
	Y2	0.637	0.1832	0.000	0.05	Valid
	Y3	0.703	0.1832	0.000	0.05	Valid
	Y4	0.743	0.1832	0.000	0.05	Valid
	Y5	0.736	0.1832	0.000	0.05	Valid
	Y6	0.705	0.1832	0.000	0.05	Valid
	Y7	0.554	0.1832	0.000	0.05	Valid
	Y8	0.739	0.1832	0.000	0.05	Valid
	Y9	0.571	0.1832	0.000	0.05	Valid
	Y10	0.689	0.1832	0.000	0.05	Valid
	Y11	0.539	0.1832	0.000	0.05	Valid
	Y12	0.705	0.1832	0.000	0.05	Valid
	Y13	0.737	0.1832	0.000	0.05	Valid
	Y14	0.554	0.1832	0.000	0.05	Valid
	Y15	0.554	0.1832	0.000	0.05	Valid

Source: Primary data processed from SPSS version 25, 2024

Reliability Test Results

According to (Ghozali, 2019), a questionnaire that serves as a measure of a variable or concept is put through a reliability test. When a respondent's responses to a questionnaire remain constant or steady throughout time, it's considered dependable. The outcomes of the reliability test conducted with IBM SPSS Statistics 25 are as follows.

Table 3. Reliability Test Results

Variable	Cronbach	Standard	Information
Work Discipline (X_1)	0,847	0,60	Reliable
Work Environment (X_2)	0,865	0,60	Reliable
Employee Performance (Y)	0,894	0,60	Reliable

Source: Primary data processed from SPSS version 25, 2024

Multiple Linear Regression Analysis Results

The amount of independent variables, particularly the impact of work environment and work discipline on dependent variables of employee performance, is ascertained by multiple linear regression analysis. The following outcomes of using the SPSS application to process data were obtained:

Table 4. Multiple Linear Regression Analysis Results

	Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
	(Constant)	19.451	3.478		5.593	.000
1	Work Discipline	.466	.128	.555	5.466	.000
	Work Environment	.684	.102	.742	6.705	.000

a. Dependent Variable: Employee Performance

Source: Primary data processed from SPSS version 25, 2024

Based on the table above, it can be seen that the linear regression equation that reflects the relationship between the variables in this study is as follows:

$$Y = 19.451 + 0.466 (X1) + 0.684 (X2) + e$$

Results of the Correlation Coefficient (R) and Determination Coefficient (R2) Test

The degree and direction of the relationship between independent and dependent variables are explained using correlation coefficient analysis (r). The following describes the findings of the computation of the determination and correlation coefficients between the work environment (X2), work discipline (X1), and performance (Y) at Sekayu Hospital:

Table 5. Results of the Correlation Coefficient (R)
and Determination Coefficient (R2) Test

| | | | Model Summaryb | |
Type	r	R Square	Adjusted R Square	Std. Error of the Estimate
1	.787a	.619	.612	5.504

a. Predictors: (Constant), Work Environment, Work Discipline
b. Dependent Variable: Performance

Source: Primary data processed from SPSS version 25, 2024

Model Feasibility Test Results (Test F)

According to (Ghozali, 2019), this type of hypothesis test is known as an overall significance test to the regression lines that were estimated and observed. The f test was used in this study to ascertain whether or not work environment (X2) and work discipline (X1) have an impact on employee performance (Y) concurrently or jointly. The following table displays the F (simultaneous) test results using the IBM SPSS Statistics 25 software :

Table 5. Model Feasibility Test Results (Test F)

ANOVAª					
Type	Sum of Squares	Df	Mean Square	F	Sig.
Regression	5556.728	2	2778.364	91.698	.000b
1 Residual	3423.780	113	30.299		
Total	8980.509	115			
a. Dependent Variable: Employee Performance					
b. Predictors: (Constant), Work Environment, Work Discipline					

Source: Primary data processed from SPSS version 25, 2024

Results of Hypothesis Test (t-Test)

According to (Ghozali, 2019), the statistical t test essentially illustrates the extent to which a single explanatory or independent variable contributes to the explanation of the dependent variable's fluctuation. The t-test was used in this study to ascertain the partial impact of work environment (X2) and work discipline (X1) on employee performance (Y). The results of the t-test (partial) using the IBM SPSS Statistics 25 program are shown in the following table:

Table 6. Results of Hypothesis Test (t-Test)

Coefficientsa					
Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	19.451	3.478		5.593	.000
1 Work Discipline	.466	.128	.555	5.466	.000
Work Environment	.684	.102	.742	6.705	.000
a. Dependent Variable: Employee Performance					

Source: Primary data processed from SPSS version 25, 2024

Discussion of Research Results

Based on the results of the instrument test which includes the validity test and reliability test, the results show that the instruments used in this study are valid and reliable. This shows that the questionnaire or measuring instrument used is able to measure the variables under study consistently and accurately. Data validity and consistency are very important in this study because instrument validity and reliability are the main requirements in hypothesis testing (Anggraini et al., 2022). Thus, this instrument is feasible to use to collect data and produce reliable conclusions.

Furthermore, the results of multiple linear regression tests show a positive relationship between work discipline (X1) and work environment (X2) variables on performance variables. This means that the better the work discipline and work environment are applied, the more it will

improve employee performance at Sekayu Regional Hospital. This finding is in line with previous research which shows that good work discipline and a supportive work environment can improve employee productivity and performance (Aspiyah & Martono, 2016). In other words, improving work discipline and creating a more conducive work environment have a direct effect in encouraging optimal performance (Yantika et al., 2018).

The results of the F test and t test also strengthen the results of the regression test, where both hypotheses are accepted. This means that both work discipline and work environment variables have a significant influence on employee performance. This result is consistent with the findings of (Butar & Nuridin, 2022). which states that high work discipline increases employee dedication and responsibility, and (Inbar, 2018) which found that a good work environment increases employee comfort and morale. Therefore, these two factors are very important in a company or institution's efforts to improve overall performance (Putri et al., 2019).

Overall, this study confirms that work discipline and work environment are the two main factors that influence employee performance at Sekayu General Hospital. The results of this study provide practical implications for hospital management to continue to improve work discipline and create a positive work environment. Thus, it is expected that Sekayu Regional Hospital can improve employee productivity and the quality of health services provided to the community.

CONCLUSION

Based on the results of the analysis and discussion that has been carried out, it can be concluded that the first hypothesis (H1) is accepted, where the work discipline variable (X_1) has a positive and significant effect on employee performance (Y) at Sekayu Regional Hospital. This shows that the higher the level of employee work discipline, the better the resulting performance. Likewise with the second hypothesis (H2), where the work environment variable (X_2) also has a positive and significant influence on employee performance (Y). A conducive work environment is proven to be able to increase employee motivation and productivity at Sekayu Regional Hospital. The contribution of this research for the future is to provide a deeper understanding of the importance of internal factors such as work discipline and work environment in improving employee performance, especially in the health sector. This research can serve as a foundation for future studies to further explore other factors that can affect performance, such as leadership style, human resource development, or the use of technology in supporting the work environment. In addition, the results of this study can be applied in various other sectors to understand how discipline and work environment variables can affect performance, and encourage the implementation of more effective policies in improving the quality of the workforce in various institutions.

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